

Message Text

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ACTION SIG-03

INFO OCT-01 ISO-00 SSO-00 /004 W
-----105381 161002Z /11
O 160924Z AUG 78
FM AMEMBASSY PARIS
TO SECSTATE WASHDC IMMEDIATE 6143

C O N F I D E N T I A L SECTION 01 OF 04 PARIS 25530

FI CHANNEL

FOR INSPECTOR GENERAL FROM AMBASSADOR

E.O. 11652: GDS
TAGS: ASIG
SUBJECT: STAFFING LEVELS

REF: STATE 204854

FOLLOWING, BY NUMBER, ARE THE POST'S RESPONSES TO THE
STAFFING RECOMMENDATIONS MADE PURSUANT TO OUR RECENT
INSPECTION.

A) 2-1. THE STAFFING OF THE EXECUTIVE SECTION HAS
BEEN REVIEWED. DURING THE PAST YEAR, ONE AMERICAN SEC-
RETARY AND ONE OF THE TWO AMBASSADORIAL SPECIAL ASSIS-
TANTS HAVE BEEN TRANSFERRED AND NOT REPLACED. ONE
PRESENTLY EXISTING PIT POSITION IS BEING TRANSFERRED
FROM THE SECTION AT THE END OF THE SUMMER. WE BELIEVE
THE STAFFING AT THAT TIME WILL BE THE MINIMUM
NECESSARY FOR THE OFFICE.

B) 4-2. POSITION NO. 20-251 IS ONE OF TWO ROTATIONAL
OFFICER SLOTS, ONE FROM THE ECONOMIC AND COMMERCIAL
AFFAIRS CONE AND ONE FROM THE POLITICAL CONE. OFFICERS
ASSIGNED TO THESE POSITIONS NORMALLY SPEND ONE YEAR IN
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THEIR ASSIGNED CONE AND ONE YEAR AS THE AMBASSADOR'S
STAFF AIDE. THUS, SO LONG AS THE ROTATIONAL OFFICER
SPENDS THE ALLOTTED TIME IN THE APPROPRIATE CONE
FUNCTION, IT WOULD NOT APPEAR THAT REDESIGNATION IS
NECESSART.

C) 4-3. EMBASSY CONCURS. THE INCUMBENT IN THIS

POSITION (NO. 21-261, TRADE PROMOTION OFFICER) HAS
ESIGNED FROM THE FOREIGN SERVICE EFFECTIVE
THIS SUMMER AND THE POSITION HAS BEEN ABOLISHED.

D) 4-4. EMBASSY CONCURS. THE POSITION IN QUESTION,
FSL POSITION NO. PAL-075, COMMERCIAL ANALYST,
HAS BEEN ABOLISHED.

E) 4-5. THE FOUR FSL EMPLOYEE POSITIONS IN THE INTER-
NATIONAL TRADE FAIR SUPPORT UNIT ARE USED TO SUPPORT
US DEPARTMENT OF COMMERCE TRADE EXHIBITIONS ON A WORLD-
WIDE BASIS. THEY ARE ASSIGNED TO PARIS AS A MATTER OF
CONVENIENCE TO THE US DEPARTMENT OF COMMERCE IN
WASHINGTON. THE EMBASSY HAS NO OBJECTION TO ATTACHING
THEM TO ONE OR ANOTHER INTERNATIONAL MARKETING CENTER
BUT BELIEVES THAT THIS DECISION SHOULD BE MORE PROPERLY
MADE BY THE US DEPARTMENT OF COMMERCE IN WASHINGTON.

F) 4-6. AS WITH RECOMMENDATION 4-5, THE EMBASSY IS
NOT IN A POSITION TO EVALUATE THE NECESSITY FOR THESE
SIX POSITIONS. THE EMBASSY HAS NO OBJECTION TO ABOLISH-
ING THESE POSITIONS IF THE DEPARTMENT OF COMMERCE IN
WASHINGTON CONCURS.

G) 6A-1. THE EMBASSY DOES NOT CONCUR IN THE PROPOSED
REDUCTION OF ONE FSL IN THE TRAVEL AND VISITORS UNIT.
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THE TRAVEL AND VISITORS UNIT IS STAFFED BY SIX FSLs
DURING THE WINTER MONTHS AND EIGHT FSLs DURING THE HEAVY
SUMMER TRAVEL PERIOD. IT CANNOT OPERATE EFFECTIVELY
WITHOUT THIS LEVEL OF STAFFING. A FEW YEARS AGO WITH A
COMPARABLE AMOUNT OF BUSINESS, THE STAFF CONSISTED OF
12, INCLUDING FOUR AMERICANS. DURING 1977 THE UNIT
ASSISTED 6,171 OFFICIAL VISITORS AND PROCESSED 9,601
OFFICIAL TRANSPORTATION TICKETS AND HOTEL RESERVATIONS.
WHILE THE STATISTICS CITED IN THE INSPECTION REPORT ARE
FAIRLY CLOSE (AVERAGE OF 1.3 MAN HOURS FOR EACH RESERVA-
TION AND AVERAGE OF TWO MAN HOURS FOR EACH OFFICIAL
VISITOR) A RECAPITULATION BY THE EMBASSY SHOWS THAT ABOUT
ONE HOUR IS REQUIRED FOR THE AVERAGE FAMILY RESERVATIONS
AND ALL THAT IT ENTAILS AND ONE HOUR AND FORTY MINUTES
IS REQUIRED IN SUPPORT OF EACH OFFICIAL VISITOR.

FOLLOWING FACTORS NEED TO BE POINTED OUT IN CONNECTION
WITH SUCH STATISTICS. THE INSPECTORS' REPORT REFERS TO

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9,601 RESERVATIONS. IN THE CASE OF TRANSPORTATION RESERVATIONS, THE STATISTICS ONLY SHOW "ONE RESERVATION" FOR TRAVEL FOR JOHN DOE ON HOME LEAVE AND TRANSFER TRAVEL, FOR EXAMPLE, FROM POST OF ASSIGNMENT TO HIS NEXT POST OF ASSIGNMENT. IN ACTUAL FACT SUCH TRANSPORTATION ARRANGEMENTS REQUIRE IN THE MOST FAVORABLE CASE, A MINIMUM OF FOUR RESERVATIONS, THE AVERAGE, HOWEVER, FOR THIS TYPE OF TRAVEL REQUIRES SIX TO SEVEN RESERVATIONS. IN MOST CASES OF TDY TRAVEL MORE THAN ONE RESERVATION IS PROCESSED PER OFFICIAL TRANSPORTATION TICKET, WHILE THE ADMINISTRATIVE REPORT ONLY REFLECTS "ONE ACTION". OTHER ACTIONS TAKEN BY THE TRAVEL AND VISITORS UNIT WHICH DO NOT REFLECT IN THE STATISTICAL SUMMARY NOR THE INSPECTION REPORT ARE MEETING AND ESCORTING OF VIPS ON ARRIVALS AND DEPARTURES AT AIRPORTS AND RAILROAD STATIONS, AS WELL AS ASSISTANCE ON MEDICAL EVACUATIONS, PREPARATION AND DISBURSING OF 20A 1510 (TREASURY) CONGRESSIONAL FUNDS, ACCOMMODATION EXCHANGE FOR DELEGATIONS AND VIPS, AND TELEGRAPHIC TRAFFIC BETWEEN THIS POST AND THE DEPARTMENT AS WELL AS ANY OTHER POST IN THE WORLD IN CONNECTION WITH VISITS OF VIPS, OFFICIAL DELEGATIONS, TRAVEL ARRANGEMENTS AND HOTEL ACCOMMODATIONS. VERY HEAVY TELEPHONE TRAFFIC, REQUESTS FOR INFORMATION, ROUTINGS SCHEDULES, LOST BAGGAGE, TAKES UP MUCH OF TVU MAN HOURS. SINCE RESER-

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VATIONS AS WELL AS MANY OTHER TRAVEL ARRANGEMENTS,

INCLUDING RESERVATION OF FRENCH GOVERNMENT CONTROLLED VIP LOUNGES, ARE MADE BY TELEPHONE CALLS, IN THE LATTER CASE FRENCH FOREIGN MINISTRY, AIRPORT AND POLICE AUTHORITIES NEED TO BE NOTIFIED, AS AN AVERAGE WORKDAY, IT CAN BE EXPECTED THAT THE UNIT SPENDS ABOUT EIGHT HOURS PER DAY ON TELEPHONE CALLS.

TO REITERATE, IT IS NOT POSSIBLE TO OPERATE THE TRAVEL AND VISITORS UNIT WITH THE REDUCTION OF ONE POSITION ON A PERMANENT BASIS, IN FACT THE PRESENT STAFFING CREATES A DEFINITE HARDSHIP ON THE REMAINING EMPLOYEES IN CASE OF ANNUAL OR SICK LEAVE OF ANY MEMBER OF THE TVU STAFF.

THE EMBASSY CAN ONLY ASSUME THAT THE PATTERN OF CONTINUOUSLY INCREASING OFFICIAL TRAVEL FROM WASHINGTON FROM THE EXECUTIVE AND LEGISLATIVE BRANCHES WILL CONTINUE TO INCREASE RATHER THAN DIMINISH. SHOULD EFFECTIVE REDUCTIONS BE MADE BY THE DEPARTMENT AND OTHER AGENCIES, WE COULD REVIEW THE ABOVE WORKLOAD FIGURES AND STAFFING AT THAT TIME.

H) 6C-3. THE EMBASSY OPPOSES THE ABOLISHMENT OF POSITION PAL-823 (AUDITOR, VOUCHER AUDIT BRANCH). SINCE THE EMBASSY DOES NOT ACCEPT THE CONTENTION THAT RECOMMENDATION 6C-2 WILL RESULT IN A LESSER WORKLOAD FOR THE TRAVEL VOUCHER UNIT THE ABOLISHMENT OF THIS POSITION MUST RESULT IN GREATER PRESSURE ON THE REMAINING POSITIONS. THIS WILL IN TURN MEAN INCREASED BACKLOG. ALSO, THE EMBASSY WILL BE FORCED TO GIVE BACK TO DEA THE AUDIT OF THEIR TRAVEL VOUCHERS WHICH WAS ASSUMED SEVERAL YEARS AGO. THIS ACTIVITY HAS OCCUPIED OVER ONE-HALF OF A MAN YEAR AND THE PARIS REGIONAL DEA ADMINISTRATIVE OFFICE
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HAS JUST EXPANDED DRAMATICALLY FROM 16 TO 26 OFFICES LATE LAST YEAR. WE ARE NOW FEELING THE IMPACT OF THIS WORKLOAD INCREASE.

I) 6C-4. THE EMBASSY ALSO OPPOSES THE ABOLISHMENT OF POSITION PAL-815 (AUDITOR, VOUCHER AUDIT BRANCH). THIS STEP WILL LIKEWISE RESULT IN INCREASED BACKLOG, ADVERSELY EFFECTING THE UNIT. IF THE WORKLOAD OF THIS POSITION IS PARTIALLY ASSUMED BY THE CURRENT SUPERVISORY AUDITOR POSITION THIS WILL MEAN LESS TIME AVAILABLE TO THIS INDIVIDUAL FOR FINAL AUDIT. THIS WILL HAVE THE NEGATIVE SIDE EFFECT OF PLACING A GREATER BURDEN ON THE AMERICAN CERTIFYING OFFICER WHO AT THE PRESENT TIME CAN SPEND ONLY A SMALL FRACTION OF HIS TIME CERTIFYING 150 TO 200 VOUCHERS DAILY.

J) 6C-6. THE ABOLISHMENT OF POSITION PAL-458 (NOT PAL-249) IN THE PAYROLL LIAISON UNIT DEPENDED ON WHETHER OR NOT PERSONNEL COULD ABSORB THE INCREASED WORKLOAD. BACKLOGS CANNOT BE PERMITTED TO DEVELOP IN THIS OFFICE OR DISASTER WILL RESULT. IT WAS PLANNED TO ABSORB THIS WORK IN THE PERSONNEL OFFICE UP UNTIL THE TIME, APART FROM THE INSPECTION REPORT, THAT EUR/EX DECIDED TO ABOLISH THE AMERICAN ASSISTANT PERSONNEL OFFICER POSITION. IT IS NOW IMPOSSIBLE TO ABOLISH THIS POSITION.

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K) 6D-1. POSITION SHOULD BE RETAINED FOR THE PRESENT. THE NEW DIMENSION 2000 TECHNOLOGY IS THE FIRST OF ITS KIND OVERSEAS. THERE IS A LONG PERIOD OF ADJUSTMENT BOTH FOR THE OPERATING STAFF AND THE CUSTOMERS SERVED. EDUCATION WILL BE CONTINUOUS, TAKING DUE NOTE OF THE VAST NUMBERS OF OFFICIAL CUSTOMERS SERVED AND THE MYRIAD OF AGENCIES REPRESENTED AT THIS POST. EVEN BEFORE THE NEW TECHNOLOGY, THE CRUCIAL POINT OF GOOD SERVICE WAS GOOD SUPERVISION AND EXPERIENCE IN SERVING ALL REQUIREMENTS. FURTHER, THE INSPECTORS SAW THE SWITCHBOARD IN A TEMPORARY PHYSICAL ARRANGEMENT WITH THE SUPERVISORS ALL LOCATED WITH THE OPERATORS. THE PRESENT AND FINAL CONFIGURATION PHYSICALLY SEPARATES THE CHIEF OPERATOR AND ONE SUPERVISOR FROM THE OPERATING SUPERVISOR AND THE OPERATORS.

L) 6D-3. POSITION ABOLISHED 5/2/78.

M) 6D-4. THE EMBASST AGREES WITH THE ABOLISHMENT VF ONE POSITION AT THIS TIME AND HAS DONE SO. THE DECISION ON ANY FURTHER CUTS BEYOND THIS ONE SHOULD BE HELD IN ABEYANCE UNTIL THE NEW CRO CAN COME UP WITH NEW WORK SCHEDULES DESIGNED TO HANDLE TRAFFIC LOADS, REFERRAL SERVICES, ADAPTABILITY OF THE CUSTOMERS TO THE NEW
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DIMENSION TECHNOLOGY AND CONTINUED EFFECTIVENESS OF TELEPHONE SUPERVISORS.

N) 6D-9. THERE APPEARS TO HAVE BEEN SOME MISUNDERSTANDING AT THE TIME OF THE INSPECTION. A MAIL AND POUCH MESSENGER POSITION WAS ABOLISHED IN NOVEMBER 1977 WHEN THE INCUMBENT RETIRED. THERE ARE ONLY TWO MESSENGER POSITIONS ON THE ROSTER AS OPPSOED TO THE FSI DISCUSSION OF REDUCING FROM THREE TO TWO. TWO POSITIONS ARE REQUIRED AS ONE CANNOT COPE WITH THE WORKLOAD.

O) 6E-8. EMBASSY PARIS CONCURS.

P) 6E-10. SEE END OF CABLE.

Q. 6E-11. SEE END OF CABLE.

R) 6E-15. EMBASSY PARIS CONCURS BUT REQUESTS THAT POSITION PAL-518 NOT BE ABOLISHED UNTIL THE RETIREMENT OF THE INCUMBENT WHICH EXPECTED WITHIN THE NEXT YEAR.

S) 6H-2. ALTHOUGH THE STATISTICAL BASIS FOR THIS RECOMMENDATION SEEMS SOUND, IT IS SUGGESTED THAT THE NEW RSO CONDUCT AN IN-DEPTH INQUIRY TO SEE IF THERE ARE ANY COUNTERVAILING FACTORS WHICH MIGHT MITIGATE AGAINST THE SOUNDNESS OF THE RECOMMENDATION. IN ANY CASE IT IS FELT THAT THE JUNIOR RATHER THAN THE SENIOR FSL INVESTIGATOR POSITION SHOULD BE THE ONE TO BE ABOLISHED.

T) 6I-1. IT IS FELT THAT THE FOREIGN SERVICE POST LANGUAGE INSTRUCTORS PRESENTLY UNDER WAE APPOINTMENTS SHOULD BE CONTINUED UNDER THE PRESENT SYSTEM. THIS PRACTICE PERMITS THE INSTRUCTORS' PAY
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RAISES AT THE SAME TIME ALL OTHER FSL PAY INCREASES ARE IMPLEMENTED UNDER THE LOCAL COMPENSATION PLAN. TO

CHANGE THE SYSTEM NOW WOULD BE DEMORALIZING TO THE POST
LANGUAGE INSTRUCTORS, SOME OF WHOM HAVE SERVED SINCE

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1956. THE EMBASSY SEES MERIT IN THE FOREIGN SERVICE
INSPECTORS' RECOMMENDATION BUT WOULD LIKE TO IMPLEMENT
IT AS OLD INSTRUCTORS LEAVE AND NEW ONES ARE HIRED.

U) 8.3-3. THE FOLLOWING TELEGRAM (PARIS 23425 DATED
JULY 26, 1978) WAS SENT TO THE DEPARTMENT. "IN
ACCORDANCE WITH THE RECOMMENDATIONS MADE BY THE
INSPECTORS, THE EMBASSY REQUESTS THAT A NEW CLERICAL
POSITION BE CREATED AT THE CONSULATE LYON IN THE COM-
MERCIAL SECTION. A COMMERCIAL CLERICAL ASSISTANT
POSITION WOULD CONSIDERABLY ENHANCE THE EFFICIENCY OF
THE POST'S COMMERCIAL PROGRAM. IT WOULD RELIEVE THE
COMMERCIAL ASSISTANT FROM NUMEROUS TIME-CONSUMING
ADMINISTRATIVE TASKS AND ENABLE HIM TO ACHIEVE A MORE
DYNAMIC AND EFFICIENT PROMOTION OF U.S. EXPORTS TO THE
FAST-GROWING ECONOMIC REGION."

V) 8.4-3. AS RECOMMENDED, THE CONSULATE AND EMBASSY
PETITIONED THE DEPARTMENT FOR AN ADDITIONAL FSL POSI-
TION TO REPLACE THE PIT POSITION IN THE ADMINISTRATIVE
SECTION. OUR REQUEST WAS APPROVED, THE POSITION HAS
BEEN ESTABLISHED, AND WE HAVE JUST SUCCESSFULLY
RECRUITED A PROMISING INDIVIDUAL TO BE OUR NEW GENERAL
SERVICES CLERK TO REPLACE THE EARLIER PIT INCUMBENT
WHO IS LEAVING.

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P) 6E-10. POSITION REFERRED TO AS PAL 260 SHOULD READ
DAS PAL 264 RPT 264 SHIPPING ASSISTANT. EMBASSY
OUTLINED INCREASED WORKLOAD IN PARIS 24128 OF AUGUST 1
AND FEELS STRONGLY THAT THIS POSITION SHOULD BE
RETAINED.

Q) 6E-11. INCUMBENT OF POSITION DAS PAL 521 HAS BEEN
GIVEN 60 DAY NOTICE FOR SEPARATION EFFECTIVE SEPTEMBER
30, 1978. IN PARIS 23162 AND 24553, EMBASSY REQUESTED
THAT THIS POSITION BE REPROGRAMMED TO PERSONNEL.
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